Best Practices for the Advancement and Inclusion of Women in STEMM and National Security

August 12, 2020
12:00-1:30pm
1. Introductions
   – Overview of CRDF Global and the Women in Science and Security (WiSS) Initiative

2. Absence of Career Knowledge and Mentorship

3. Q&A Part 1

4. Inflexible Career / Workplace Parameters

5. Q&A Part 2
Overview of CRDF Global and Our Team

Our Women in Science and Security team is a CRDF Global initiative to support and spearhead equity efforts for women around the world, including subject matter experts, professors, and leaders.

Our efforts have included events such as:

- Breaking Barriers
- Webinar series
- Publications such as the Best Practices guide we will be discussing today.
Our Speakers

Dr. Ivonne Torres-Atencio
University of Panama, IVLP Alumna

Dr. Patricia Castillo-Briceno
ULEAM University, Ecuadorian Network of Women in Science, IVLP Alumna

Sylvia Mishra
Women of Color Advancing Peace and Security

Kimberly Ma
CRDF Global
Dr. Patricia Castillo-Briceno

Education:
• Post-Doctoral training, Developmental and Mucosal Biology - Aix-Marseille University, France
• PhD Cum Laude with European Mention, Biomedicine - University of Murcia, Spain
• M.Sc., Marine Aquaculture - Polytechnic Superior School of Littoral (ESPOL), Ecuador
• M.Sc. Technology and Research, Experimental Biomedical Sciences - University of Murcia, Spain
• Marine Biologist, Coastal Resources Program - Catholic University of Ecuador (PUCE), Ecuador

Professional Experience:
• Principal Professor of Physiology, ULEAM, Ecuador (2016 – present)
• International Evaluator, European Commission, Belgium (2018, 2020)
• Researcher, National Center for Scientific Research (CNRS), France (2010-2013)
• Researcher, Dep. of Cell Biology, University of Murcia, Spain (2006-2010)

Affiliations:
• Vice-Chair, Ecuadorian Society of Biology (SEB)
• Co-Founder, Ecuadorian Network of Women in Science (REMCI)
• Alumna, International Visitor Leadership Program (IVLP), U.S. Department of State (2017)
Our Speakers

Dr. Patricia Castillo-Briceno
Our Speakers

Dr. Ivonne Torres-Atencio

Education:
- B.A. in Pharmacy, Faculty of Pharmacy – University of Panama
- M.Sc. in Biomedical Sciences, Faculty of Medicine - University of Panama
- PhD in Pharmacology, Faculty of Medicine – Autonomous University of Barcelona
  - National Secretary of Science and Technology (SENACYT) Doctoral Scholar

Professional Experience:
- Director of the Department of Pharmacology, Faculty of Medicine, University of Panama
- Professor of Pharmacology, Faculty of Medicine, University of Panama
- Associate Researcher, INDICASAT (immunoallergy, biotechnology)

Affiliations:
- Founding Member, Science Movement of Panama (2016 – present)
- Member, Country Coordinating Agency for HIV and Tuberculosis (CCA) (2016 – present)
- Member, American Thoracic Society (ATS) (2016 – present)
- Member, American Association for the Advancement of Science (AAAS) (2018 – present)
- Member, National Commission of Medicines, an advisory board to MINSA (2019 – present)
Our Speakers

Dr. Ivonne Torres-Atencio
Our Speakers

Ms. Sylvia Mishra

Education:
• B.A. in Political Science, Hindu College – University of Delhi
• M.Sc. in International Relations – London School of Economics and Political Science
• M.A. in Nonproliferation and Terrorism Studies – Middlebury Institute of International Studies
• Pursuing doctoral studies

Professional Experience:
• India-US Fellow, New America
• Scoville Fellow, Nuclear Threat Initiative
• Visiting Fellow for Nonproliferation Studies, James Martin Center for Nonproliferation Studies
• Carnegie New Leader, Carnegie Council for Ethics in International Affairs
• Researcher, Observer Research Foundation (India-US defense and security ties)

Affiliations:
• Chair, CBRN Working Group for Women of Color Advancing Peace and Security
• Mid-Career Cadre Scholar, Center for Strategic and International Studies
Ms. Kimberly Ma

Education:
• B.A. in Molecular Biology, B.A. in Japanese – Dartmouth College
• M.S. in Biohazardous Threat Agents and Emerging Infectious Diseases – Georgetown University

Professional Experience:
• Project Associate, Export Controls and Border Security, CRDF Global
• Intern, Health and Biosecurity, CRDF Global
• Research Scholar, Dartmouth-Hitchcock Medical Center
• Research Trainee, Harvard Stem Cell Institute

Affiliations:
• Lead, Women in Science and Security Initiative (CRDF Global) (2019 – present)
• Alumna, Women in Science Project Peer Mentoring Program (Dartmouth College) (2016-2018)
Introduction

Can you each briefly introduce yourself, your work and how you first became involved in or chose your field?
Can you talk a little bit about your participation in the IVLP #HiddenNoMore programs and any connections you made or lessons learned that are relevant to our conversation today?
A 2017 study found the top five professions desired by young children are: doctor, veterinarian, police officer, firefighter, and scientist.

For young girls, doctor and veterinarian remain the top two professions of choice, and scientist comes in third.

But in 2016, only 6% of women graduated with a degree that could be classified as “STEMM.”

What's happening to the pipeline of aspiring women scientists?
Do you feel that there is an absence of career knowledge or mentorship for girls and women who may be interested in the areas of STEMM and national security?
Chapter 1: Question #2

- Are there any initiatives that you currently are working on to address this issue?
- OR
- What can our communities do to help young girls gain more awareness about their options?
“Manels” monitoring and tagging with #paneldehombres

#EresMasQueUnExpectador – Preventing sexual harassment in higher education institutions
Please enter any questions you have into the chat box 😊
Chapter 3: Inflexible Career Parameters

The current STEMM and security fields' work environments, benefits packages, family leave options, etc. place women at an inherent disadvantage.

Gendered challenges such as a lack of breastfeeding space, short or no parental leave, or even rigid working hours can hinder women's careers and ability to thrive in their workplaces.
Have you or people you know felt restricted by your workplace environment or felt forced to choose between your job and other areas of your life?

"My federal contracting company does not have maternity or paternity leave. What’s worse, short term disability clauses make it difficult to use but almost impossible if you had an unexpected pregnancy? Pretty regularly, after childbirth, the contracting men take a few weeks off but then are back in the office."

Midcareer Professional
Federal Contractor in the Defense Industry
• Have you ever felt that girls and women in your field are excluded from certain work settings, projects or activities because of stereotypes about your gender and professional capacity?
Please enter any remaining questions you have into the chat box 😊
Upcoming WiSS Events

Best Practices Zoom Breakout Session #2:

**When:** Thursday, August 27th from 12-1pm

**What:** Zoom discussion event
  - Open discussion format to allow attendees the space to discuss and engage with each other around the topics covered in this webinar
  - Great space to connect and share ideas, experiences and strategies with others who are also navigating the gender-based barriers facing women in STEMM and National Security

**Where:** Registration link here: https://crdfglobal.zoom.us/webinar/register/WN_2D5qEYr2RQS8dEHjzvKHJA

**Who:** Anyone is welcome! Feel free to share the registration link. We want to hear from you! Come prepared with questions, ideas and topics for discussion. That’s what this session is all about.
Resources

Women in Science & Security Initiative
• https://www.crdfglobal.org/what-we-do/women-science-and-security

Dr. Patricia Castillo-Briceno
Recent Articles:
• https://ciespal.org/la-red-ecuatoriana-de-mujeres-cientificas-se-presento-en-el-seminario-internacional-sobre-el-impacto-de-las-mujeres-en-la-ciencia/

Links to Social Media and Organizational Websites:
• ORCID - http://orcid.org/0000-0001-9122-6002
• Twitter - https://twitter.com/Pcasbri; @CientificasEC
• Facebook: @REDCIENTIFICASEC
• REMCI - https://www.remci.org/quienes-somos; https://www.remci.org/regiones

Dr. Ivonne Torres-Atencio
• https://youtu.be/eLb78VoOTbk

Sylvia Mishra
Recent Articles:
• https://www.orfonline.org/expert-speak/logic-behind-calling-out-manels/?fbclid=IwAR1UO2nPbPQYIR_nted7YUGEW4fZv0kEqCeNld1ICqSGbvDQJ--YCogIvU
• https://www.atomicreporters.com/2020/07/the-third-nuclear-age-and-nuclear-stability/?fbclid=IwAR2fV1BeH_4Jn_y57SMhggqD9HDJB4S415Bbk3OEFvFAQp-kOA1IGWE9-6Ms

Kimberly Ma
Recent Publications:
• https://www.embopress.org/doi/pdf/10.15252/embj.2018100294
Thank you for your time!

We hope to see you at the breakout session!